EXHIBIT B

PART 2

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second. September, 2004.

Q. Okay. So Ms. DelRiesgo was in the position for almost a year.

A. Yes.

Q. Okay. When did she leave?

A. August, 2004.

Q. And why did she leave?

A. She left for personal reasons.

Q. What were those personal reasons?

A. Her mother-in-law was ill in Ohio, and she felt it was important to be up there and support her family.

Q. So she moved back there with her husband?

A. Yes.

Q. Did her husband ever actually transfer here?

A. Yes.

Q. Okay. So they actually moved their whole family down here for the position, and then moved all the way back?

A. Yes.

Q. Did Ms. DelRiesgo continue to be employed by Jones Day back in Ohio?

A. No, she did not.

Q. Why not?

A. I don't believe there were any openings in the Columbus office --

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Q. Okay.

A. -- which is where she went back to.

Q. Did she make an application, as far as you know?

A. I do not know.

Q. All right. Were you the one that took her -- I guess, her resignation?

A. Yes.

Q. And she came in and said, "My mother-in-law's sick. So I need to quit and move back to Ohio"?

A. Yes.

Q. All right. Did you make any effort to try and find a position for her in Ohio?

A. I did not.

Q. Why not?

A. I -- it wasn't my position to do so.

Q. Well, you're the office manager of the Houston office of Jones Day, correct?

A. Yes.

Q. You're saying that there was no way for you to call Ohio and see if there was any position open?

A. I'm not saying there was no way. I was not asked to do so.

Q. Okay. So Ms. DelRiesgo said, I mean essentially, she was ready to sever her relationship

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with Jones Day. She didn't actually make an application Ohio?

A. No not that I'm aware of.

Q. All right. Did you have issues with Ms. DelRiesgo's performance during the time that she was the office GIS manager?

A. No, I don't recall any.

Q. Did you make an evaluation of her during that time?

A. I believe I did.

Q. All right. Has that been provided, as far as you know?

A. I do not know.

Q. Okay. But you did an evaluation of her performance?

A. I believe I did.

Q. Okay. How did you factor in Ms. DelRiesgo's Jones Day experience in the decision to hire her?

A. I considered what the needs of the office were; the leadership we needed in a managerial position; her institutional knowledge of being not only a legal secretary but, of course, as a GIS support person in the Columbus office; and where I understood the overall direction of GIS heading in 2003.

Q. Had Ms. DelRiesgo been in a leadership position

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at any point in time in her Jones Day experience?

A. I don't know the answer to that.

Q. I'm sorry. I want to make sure I understand your answer.

You don't know the answer to that; is that what you said?

A. Yes.

Q. Okay.

A. Can you be more specific?

Q. Had she been in a leadership position during the ten years that she worked for Jones Day?

A. Well, I believe that she was in a leadership position insomuch as her role in the office. As a secretary who worked for a senior partner, other secretaries looked up to her, I believe, looked to her as a resource. In her role as the GIS support person in Columbus, I believe that there were similar -- relatedly, staff also looked up to her in that position.

Q. Did you talk to any of those staff members?

A. At the time that we conducted the interviews, no, I did not.

Q. Well, how, then, did you use this information with respect to her leadership qualities in making your decision?

A. Well, I used to work in the Columbus office. I

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had first-hand knowledge of Jerri's experience, her demeanor, her role in the office.
Q. How long had you known Ms. DelRiesgo?
A. I joined the Columbus office in the fall of 1996. I believe Jerri was there at that time. I worked there until relocating to Houston in the spring of 2001. So for a period of less than five years.
Q. Okay. Did you socialize with Ms. DelRiesgo?
A. No, I did not.
Q. Had you ever been to any outside work activities with Ms. DelRiesgo?
A. I think I had -- we both attended the annual staff holiday party. That's the extent of it.
Q. Okay. So it's your testimony that you never saw her outside of work at all --
A. I never --
Q. -- other than the staff holiday party?
A. I don't know if I ran into her outside of the office. Nothing jumps out at me. But we did not socialize.
Q. Okay. And you've never been to her home, and she's never been to your home or anything like that?
A. True.
Q. All right. But you did know Ms. DelRiesgo prior to interviewing her for the position of GIS

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manager in Houston?
A. Yes.
Q. Did you communicate the fact that you knew Ms. DelRiesgo to Mr. Whiting or to Mr. Cowan or to Mr. Metts?
A. I expect I would have told Mr. Whiting that we had an applicant from the Columbus office. And he could infer from that that I knew her because I worked there. I don't recall, though --
Q. Okay. And let me interrupt you for a minute because this is one of those questions you identified earlier as having a yes-or-no answer and can be answered efficiently in that manner.
Did you tell Mr. Whiting that you knew Ms. DelRiesgo before you interviewed her for the GIS manager position?
A. I don't --
MS. CLARK: Objection. I'll object to the extent your questions are harassing.
But you can answer.
A. I don't recall using those exact words.
Q. (BY MR. PADGETT) Hold on for a minute.
MR. PADGETT: I want you to clarify what was harassing about that question --
MS. CLARK: Well, he --

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MR. PADGETT: -- on the record.
MS. CLARK: Sure. Well, I assume everything we say is on the record. And I'll be glad to clarify for you.
When you interrupt a witness while he is answering a question that you asked and does not -- and you do not give him the courtesy of completing that answer before you start your next question, that is harassing.
MR. PADGETT: Okay.
MS. CLARK: When you point your finger to lecture the witness while he's trying to answer the question that you asked, in my opinion, that's harassing.
MR. PADGETT: Okay. Good. All right. Thank you for the clarification.
MS. CLARK: You're welcome.
Q. (BY MR. PADGETT) So the answer is that you did not tell Mr. Whiting that you had known him (sic), as far as you remember?
A. I don't recall using the words, "I know Ms. DelRiesgo."
Q. Okay. But you had, in fact, known Ms. DelRiesgo for at least five years?
A. I worked in the same office as her. So, yes, I

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knew her.
Q. Okay. Had you had any interaction with her during that time period?
A. The five years?
Q. Yes.
A. Yes.
Q. Okay. What sort of interaction did you have with her in the workplace?
A. Professional interaction.
Q. Okay. But you mentioned earlier that you knew enough about her leadership role to be able to evaluate that and use that as part of your evaluation when you were recommending that she be hired.
A. Yes.
Q. All right. You knew her well enough to say that other legal secretaries had looked up to her and other people in the GIS departments had looked up to her as well?
A. I don't think I said other people in the GIS departments. I indicated other staff, in her role --
Q. Okay.
A. -- as a GIS support person, looked up to her.
Q. Okay. All right. So you don't recall telling Mr. Whiting.
Did you tell Mr. Cowan that you knew

Ms. DelRiesgo?
A. I don't recall.
Q. Did you tell Mr. Meets (sic) --
A. Metts.
Q. Metts. I'm sorry.
-- Metts that you knew Ms. DelRiesgo?
A. I don't recall.
Q. Did you tell Ms. White that you knew Ms. DelRiesgo?
A. Ms. White knew that I knew Ms. DelRiesgo because she knew that I worked in the Columbus office. I don't recall saying to Ms. White, "I know Jerri DelRiesgo."
Q. Was your move from the Columbus office a promotion or lateral transfer?
A. It was a promotion.
Q. What were you before you were promoted to the office administrator of the Houston office?
A. I was the financial services manager.
Q. And what does the financial services manager do?
A. Responsible for the financial side of the business, if you will: the daily accounting, applying the financial policies and procedures that the firm had set forth.

Q. Is that why, possibly, they had you listed as office financial manager on Exhibit 3?
A. I don't know.
Q. Okay. Were you fulfilling any of those roles in Houston, though, at all; or did y'all have a separate office financial manager?
A. In Houston?
Q. Yes, sir.
A. At that time we did not have a separate financial manager.
Q. Okay. So, I mean, even though that wasn't your title, were you kind of doing some of that work as well, I mean, just kind of merged together?
A. In my role as office administrator, I have oversight of all the departments. Financial is one of them. I continue to have oversight and continue to have involvement --
Q. Okay.
A. -- in that department.
Q. Okay. I mean, and sometimes duties are not entirely clear-cut as to who's -- you know, what category they fall under; would that be a fair statement?
A. Yes, it would.
Q. Okay. Would you say that Ms. DelRiesgo's

experience was the key factor in her hiring?
A. I would say that her -- it was a contributing factor.
Q. I guess, how seriously would you weight that type of factor?
A. Well, at the time that we hired our -- Ms. DelRiesgo as the GIS manager, the GIS department as a whole was undergoing some changes. The focus seemed to be, in the past, trying to provide different services to different people in different offices. And the firm was wanting to move this into a more lockstep process, if you will, a more defined process, "here is our desktop. We do not deviate from our desktop. Let's focus on providing service instead of providing technical work-arounds, different types of softwares to different people."
So her experience as an end user and, again, in an office that was similar in size or had gone through similar growth that we were expecting to go through made that experience valuable.
Q. To make sure I understand, to clarify: The GIS department was going from a service-oriented one to, I guess, a standardization process. And tell me if I'm getting that wrong. But is that what I understand you're saying?

A. No, we were not standardized. So we had --
Q. Okay.
A. -- different standards that we were trying to service.
Q. Okay. And --
A. And we were moving from that position into a more standardized system where we could focus on a single approach to service.
Q. Okay.
A. We didn't -- it's my impression that what we as a firm wanted to do was allow the local office technical folks to focus on service, not on technical solutions, in the sense that we didn't want them to be a jack-of-all-trades who understood operating systems or softwares that every end user might bring to the table. We wanted them to be more experts in the standardized desktop.
Q. And I'm sorry if I appear confused. I'm trying to get a handle on what -- so you were looking for people who were less familiar with various software programs or -- I'm sorry. I don't understand.
A. Technical skills at the office level -- it's my impression -- became somewhat less important around the time that we were hiring a GIS manager because we wanted to focus more on service to the end user. And if we had

a standardized desktop, it would allow our technical folks at the office level to focus on mastering the necessary support or the necessary skills to support that desktop, as opposed to having to know a little bit about many different types of desktops or software.

Q. Well, had y'all exchanged out everybody's desktops and things at that point?

A. We had done different desktop upgrades at different times. I --

Q. What was it that was undertaken in Houston that brought about this sea change from the skills that you had identified were needed before to the skills that you identified were needed now?

A. I don't think it's anything that happened in Houston as much as this was a new firm-wide direction. We had a new director. I don't recall exactly when he joined the firm. But we did have a technical consulting company providing interim leadership after the old director Terry Crum left the firm. And while the consultants were providing the interim leadership, they were meeting with the lawyers who compromised (sic) the technology committee, determining where this department fit into the firm and where the direction was going forward, where the direction should be going forward, where the focus should be.

Q. All right. Is this the type of thing that would be, I guess, reflected in the position description for GIS manager?

A. It might be.

Q. When was that document changed or manufactured? Do you remember?

A. The GIS manager position?

Q. Yes.

A. Well, we had our first GIS manager in the fall of 2003. So that was when it was, in the Houston office, first created, if you will. After Jerri DelRiesgo left, we looked at the manager position again to see if there were any other areas that we needed to emphasize or de-emphasize. And we likely made changes to the manager description when Scott Nielsen joined the firm.

Q. Did Ms. Slaughter apply for the position of GIS manager in, I guess, September of 2004?

A. Yes, she did.

Q. Okay. Now, at that point she had had how many years of experience with Jones Day?

A. September, 2004, it would have been three years, nine months.

Q. I'm sorry. How long?

A. Three years, nine months.

Q. Okay. So almost four years of experience.

A. Yes.

Q. And do you know why she wasn't given the position of GIS manager at that time?

MS. CLARK: Objection.

You can answer.

A. There were better-qualified candidates.

Q. (BY MR. PADGETT) And was that Mr. Nielsen?

A. Yes.

Q. All right. And what about Mr. Nielsen's qualifications were better than hers?

MS. CLARK: Okay. And let me lodge a running objection to form to the questions regarding the selection of a GIS manager in fall 2004.

But you can answer.

A. Would you repeat the question, please?

Q. (BY MR. PADGETT) Sure. What qualifications did he have that were more than Ms. Slaughter?

A. Mr. Nielsen had a four-year degree, and he had been working in the position of GIS manager at another law firm.

Q. Of similar size?

A. I believe so, yes.

Q. What law firm was it?

A. Jenkins & Gilchrist.

Q. All right. And he understood the same sort of things that you were talking about: the standardization and those types of things?

A. I can't speak to his mind-set. He did share the same customer service approach that was important to us.

Q. Did you interview Mr. Nielsen?

A. Yes, I did.

Q. Were you involved in the hiring of Mr. Nielsen?

A. Yes, I was.

Q. Okay. Did you have any other candidates other than Ms. Slaughter and Mr. Nielsen?

A. Yes, we did.

Q. And how many other candidates were there?

A. I think there were five or six.

Q. Were they internal?

A. No, I don't believe they were.

Q. Okay. Did Ms. Slaughter do any training of Ms. DelRiesgo?

A. Other than getting her familiar with the Houston layout, I can't speak to what type of training she did for Ms. DelRiesgo.

Q. Okay. So you don't know whether or not she did actually have to train Ms. DelRiesgo on various issues?

A. I do not.

Q. You weren't involved in any of that whatsoever?
A. No, I was not.
Q. So, if Ms. Slaughter gave a list of the times or the things that she had to train Ms. DelRiesgo on, you can't say that she didn't have to do that?
A. I cannot say she did or did not.
Q. Okay.
MR. PADGETT: I think we are on 11.
(Richardson Exhibit No. 11 marked.)
Q. (BY MR. PADGETT) I handed you what has been marked as Exhibit 11.
Do you recognize this document?
A. Yes, I do.
Q. Who is S. K. Brown?
A. Stacey Brown.
Q. What --
A. At --
Q. I was just --
A. At the time --
Q. -- going to ask you: What's her position?
A. At the time of this e-mail, she was the human resources coordinator for Houston.
Q. All right. Why are you sending her an e-mail about Ms. Slaughter?
A. I wanted her to be aware of this conversation,

let her know that I had spoken with Ava and that we were ready to post the position.
Q. Why did you have to communicate to the HR person that you had spoken with Ms. Slaughter about posting a position?
A. The HR person ultimately is the one who posted the position.
Q. So you felt that you had to talk to Ms. Slaughter prior to posting the position?
A. I felt it was important to give her the courtesy of an advanced notice prior to putting this out in the public office bulletin.
Q. Why was that?
A. As a courtesy.
Q. What made you feel that you had to give her the courtesy of doing that?
A. I thought it was appropriate that she be one of the first to know considering it involved the department that she was working in.
Q. I guess that's what I'm having a hard time understanding. Can you explain to the jury why it is that you felt that you had to tell Ms. Slaughter about the posting of this position prior to posting it?
A. I think it's good managerial communication with staff that they hear changes as it affects them prior to

others hearing it.
Q. Okay. And here you make reference that you and -- you and Hugh -- sorry -- "Hugh" -- Mr. Whiting -- "and I have had many discussions regarding the needs/demands of the office."
Are these the ones that we've talked about before that you don't recall the content of?
A. The meetings or the many discussions that are referred to in this e-mail are discussions regarding the needs and the demands of the office. So, yes, I guess the answer is: yes.
Q. Okay. You say in here "require us to add a second person and that we were going to add the position of GIS manager."
Does that mean that as of September of 2003, Ms. Slaughter was the only person in the GIS department?
A. Yes.
Q. And how long had she been the only person in that department?
A. Well, September -- I'm sorry -- January, 2001, until September, 2003, except for the period when Tammy Long joined the firm. I don't know if we'd categorize her employ as a trainer or it would be categorized as GIS.

Q. Okay.
A. If we do, then pull out that period. If we do not, then it's the entire two years and nine months she was the only person --
Q. Okay.
A. -- resident in Houston.
Q. So you felt that it was important to communicate that to her because that's part of what you consider to be courteous management and good management techniques, to communicate to Ms. Slaughter about the changes you're making in the GIS area, correct?
A. Yes.
Q. And that's what you just told us was part of the reason why you felt that it was important to communicate to Ms. Slaughter that these changes have been made or were going to be made and that you had had discussions with the head of the Houston office, Mr. Whiting, correct?
A. Correct.
Q. Then in the second paragraph of this, it states -- and tell me if I'm reading this correctly: "I explained to Ava that this was a different position."
Well, I'm sorry. Let me back up.
"Ava commented that she thought I would have assumed she'd be interested given what she

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currently does. I explained to Ava this was a different position. She asked 'How so?' And I responded I would let the job description speak for itself."
Why didn't you tell her what the differences in the position were?
A. Well, I wanted the job description to speak for itself. I wanted her to be given a chance to review the job descriptions before I tried to lay out exactly, based on the job description, what the differences were.
Q. Well, that's not what this says. This doesn't say, "I explained to Ms. Slaughter, to Ava, that she should go and review the position, then come back to me with any questions." It doesn't say that, does it?
A. It does not say that.
Q. I mean, what it says is: "I would let the job description speak for itself."
A. Yes.
Q. Is there any indication that Ms. Slaughter can go and review the job descriptions, compare the two, and then come back and talk about it?
A. It does not say this -- it does not say that in this e-mail.
Q. All right. And, in fact, you've indicated there's going to be a second person being hired into the GIS manager position, correct?

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A. No.
Q. You said earlier we're going to "add a second person" and we are "going to add the position of GIS manager."
A. Yes.
Q. All right. So, if Ms. Slaughter were to get that position of GIS manager -- and there's no guarantee that she's going to get that at this point because you've indicated you have made a different position from the position that she currently holds, correct?
A. Yes.
Q. Would you expect Ms. Slaughter -- after having been called the GIS manager for two and a half years; after attending the two GIS manager position, you know, annual meetings; after having been on the phone calls; after everybody in the entire world who works at Jones Day thinking that she is the GIS manager, did you expect her to understand the differences between her position and the GIS manager position?
MS. CLARK: Objection; form.
You can answer.
A. I can't speak to what Ms. Slaughter would or would not understand.
Q. (BY MR. PADGETT) What was her reaction when you told her that you are going to add the position of GIS

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manager?
A. I don't recall her reaction.
Q. Did she seem surprised?
A. She may have.
Q. Did she seem irate or hostile?
A. Not that I recall.
Q. You wrote an entire memo in July of 2002 about her outlook. Did you write a memo -- I mean, in other words -- about how she had wagged the finger at you and how she had given you feelings of negativity and all that kind of stuff? Did you write a memo concerning her reaction in September of 2003 when you told her that there was going to be an added position of manager?
A. I wrote a memo giving my recollection of the meeting. And that's the memo we're looking at right now, the e-mail that I sent to Stacey Brown.
Q. But you don't remember her reaction whatsoever?
A. I don't recall exactly her reaction for an event that happened, you know, two and a half years ago.
Q. Which is why you write down things usually, to remember them?
A. Sometimes, yes.
Q. Okay. Did Ms. Slaughter ever come back to you and discuss the differences between the position that she was in and the position of manager?

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A. I think she discussed them with Stacey Brown. I don't recall her coming and speaking with me about this.
Q. Why would she go and talk with them or talk with the HR manager about them as opposed to you?
A. I don't know why she would have done that.
Q. Did you expect her to go to the HR manager after you communicated this to her?
A. Just to be clear: At the time it was the HR coordinator.
Q. Coordinator. I'm sorry.
A. And, yes, the HR coordinator was the person who had the job descriptions.
Q. Ah, so you expected that she would go and communicate with the HR coordinator because that's the only place she could get the job description?
A. If she wanted to review the job description, that's where she would need to go.
Q. You didn't even have the job description when you met with her at this time?
A. I don't recall if I had the job description in my office at that time.
Q. Okay. What was your response to -- well, I'm sorry. Let me back up for just a minute.
You gave her the job posting. But that's

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not the job description; is that correct?
A. That's correct.
Q. The job posting was contained in that little e-mail or -- I'm sorry -- news letter, or was there another document?
A. The short job description is what gets posted in the weekly office bulletin. That is what I provided to Ava on the 18th of September.
Q. How soon after that did you start taking interviews for the position of GIS manager?
A. I think we interviewed in October, 2003.
Q. Can you recall for us a difference between what Ms. Slaughter was doing and what the manager position was going to do?
A. The manager position required, I guess, a greater degree of leadership and communication and oversight to the department. The technical support specialist that was Ava's position provided for just that, support, not necessarily oversight.
Q. So the support person is the one that was doing, like, the -- I mean, the, you know, troubleshooting and those types of things, troubleshooting and repair; is that correct?
A. That is some of the support, yes.
Q. But what you needed and what you hadn't seen --

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at least that's your testimony -- in Ms. Slaughter was leadership, communication, and oversight.
A. Yes.
Q. When did you give Ms. Slaughter the chance to demonstrate to you leadership, communication, and oversight?
A. I think she had plenty of opportunity to demonstrate that during the two years and nine months that she was filling the role of technology support specialist.
Q. And forgive me if I'm wrong. But I thought you said that she was not serving in the role of a manager during that time period, but was serving in the role of a support specialist.
A. That's true.
Q. So back to my question again. And maybe I need to rephrase it. But when did Ms. Slaughter receive the opportunity to show you leadership, communication, and oversight, the factors that you believe are important for the managerial position?
A. Well, I'm going to answer that the same way: She had two years and nine months to demonstrate that. For somebody who wants to take on increased responsibility, whether it's a technical role or a support services mail room role, just because your job

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description does not say "demonstrate leadership," doesn't mean that you cannot go out and demonstrate the leadership showing that it is something that you're interested in --
Q. Okay.
A. -- receiving more responsibility for.
Q. Did you ever communicate to Ms. Slaughter that she was auditioning for a job that she thought potentially could come down the line?
In other words, when did you tell her that she needed to or she had the opportunity to basically have the world as her oyster, you know, that essentially she could become the manager? Did you ever tell her that?
A. I did not use those words.
Q. Okay. How did you communicate to her that she was, in effect, auditioning for the managerial position?
A. Well, as the single resource in the office, I believe it was implicit in her responsibilities or her role in the office that if she was interested in pursuing greater responsibility and becoming a manager, that she was, in effect, in the process of auditioning -- using your word.
Q. What greater responsibility could she have taken on than to be the sole person in control of all of

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the GIS issues in the office?
A. Well, I think she could be a more effective communicator. She could participate more actively in the firm GIS initiatives, conference calls; otherwise, come to me and say, "I want more responsibility."
Q. How do you know that she was not participating in the firm conference calls?
A. The people who -- the GIS folks who ran these conference calls at different times would tell me that Ava was not on the call or that, if Ava was on the call, they didn't hear from her.
Q. Did they send that to you in writing, or was this just calling you up and telling you?
A. Probably the latter.
Q. Being they --
A. Calling me.
Q. -- call you up?
Okay. Do you recall them ever communicating to you in writing that that had happened?
A. As it pertains to participating on the firm GIS conference calls, I do not recall receiving something in writing.
Q. Would you tell the jury that that was of critical importance to you, at least in your mind, in other words, that she was not demonstrating the

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leadership?
A. Yes.
Q. Okay. And, in fact, that would have been one of the reasons that you would identify as being critically important to her exercising judgment. I mean, in other words, if she's not using her judgment properly, then that -- you know, not participating, that's not a good exercise of judgment, which is part and parcel to leadership.
A. Well, you know, I did not sit in on these calls. I expect that there were many times where participating wasn't appropriate, was not necessary. It was more of a submissive listening role.
Q. Okay. But, I mean, at some point in time you felt that it was important enough that these people were calling you and telling you that Ava Slaughter was not participating in these calls.
A. Yes.
Q. Were these unsolicited calls? People would just call you up and say, "Kevin, I just think you need to know" -- or, "Mr. Richardson, I think you need to know, as the office administrator of Houston, that this person that everybody else thinks is a manager, she's not acting like a manager"?
A. I'm sorry, could you restate the question?

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Q. Well, these people, you know, the ones that called you, they felt that it was important enough that -- even though everyone else in the world is calling her the GIS manager, they felt it was important enough, with respect to the phone calls, to call you and tell you that she's not participating?
MS. CLARK: Objection.
Q. (BY MR. PADGETT) Is that correct?
MS. CLARK: Excuse me.
Objection.
You can answer.
A. Yes.
Q. (BY MR. PADGETT) And how did these phone calls come about? Do you remember?
A. Well, we have probably every other week an office administrator phone call. And at times we have updates, if you will, from the director of GIS or the director of administration who may discuss things related to GIS.
There were times when I would find out, on the office administrator phone calls, about technical initiatives that, perhaps, were previously discussed and rolled out, if you will, to the GIS folks on these weekly or biweekly operation calls. So if I'm hearing about it through an office administrator call rather

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than receiving the information from Ava as it relates to our office, then, you know, I'm picking up the phone and sometimes asking, "Can you tell me about this?" whether I'm calling Ava or calling somebody in Cleveland trying to understand what was it that was discussed on a call that was important enough to be discussed on an administrator call that I don't know anything about.
Q. And would that put you behind the eight ball with respect to the other office administrators? In other words, they all knew about it; but you didn't?
A. At times that might happen.
Q. Okay. They keep minutes of these calls, don't they?
A. Which calls?
Q. These conference calls, these weekly conference calls.
A. Which conference calls?
Q. The office administrator, do they keep minutes of those calls?
A. Not that I'm aware of.
Q. I mean, we know that they keep minutes of the ISS calls, right?
A. We know they kept minutes for the call that you submitted as an exhibit.
Q. All right. Exhibit 2, we got this from Jones

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Day.
A. Right.
Q. All right? I don't have any of these.
Do you know if they were keeping minutes of these calls, or is this the only one that they kept?
A. I do not know the answer to that.
Q. Had you ever seen a document like this before (indicating)?
A. Prior to discovery?
Q. (Moving head up and down.)
A. Not that I recall.
Q. So, as far as we know, they don't keep these minutes? Or if they had, it would have shown whether or not Ms. Slaughter was actually participating in the call, correct?
A. I expect it would, yes.
Q. Okay. Who is it that called you up and told you that Ms. Slaughter was not demonstrating this leadership by participating in the weekly conference calls?
A. I don't recall who would have called me or who did call me on this. It's very likely either Natalie Anton or Sara White.
Q. And who's Natalie Anton?
A. Natalie Anton was the North America regional

manager --
Q. And --
A. -- prior to Sara White.
Q. Okay. So it was Natalie Anton first and then Sara White?
A. Yes.
Q. They were in the same position?
A. Yes.
Q. Okay. And you said North American Regional...
A. Manager.
Q. Manager. Okay.
A. I don't honestly know if that is the exact title. But I think it's something like that.
Q. But basically it's the regional GIS person?
A. Yes.
Q. Okay. Ms. Anton or Ms. White, either one, they would have been -- whoever is the GIS manager in Jones Day in Houston, that's their boss in some ways?
A. No.
Q. No?
A. No.
Q. Okay. What would be the relationship between the GIS manager in a local office and the regional manager?
A. I expect it's more of a support or peer role.

Q. Okay. So there's no hierarchy there involved?
A. Well -
Q. In other words, the GIS manager of a local law office is going to be the same as the North American regional manager?
A. I cannot speak to that exact hierarchy.
Q. Okay.
A. I can tell you that my understanding is that the North America position serves as a -- in some ways the role is to serve as a gathering place for information that each office demands request that each office might have. That could then be filtered to the appropriate firm-wide director or associate director, et cetera.
Q. Okay. All right. How many times did Ms. Anton or Ms. White call you and tell you that Ms. Slaughter was not participating in these calls?
A. I don't recall.
Q. Did you keep track of how many times they called you and told you?
A. No, I did not.
Q. Now, you know that Ms. -- that Natalie actually announced that the manager in the Houston office was Ava Slaughter.
A. I know that's in the minutes.

Q. Okay. Do you have any reason to doubt that in the minutes, Exhibit 2, Slaughter versus Jones Day at Page 00433 -- do you have any reason to doubt that the minutes were accurately reflected?
A. No, I do not.
Q. Okay. When Ms. Anton called you and said, "Your manager is not participating in these calls," did you tell her, "No, that's not my manager. That's the technical support specialist"?
MS. CLARK: Objection.
You can answer.
A. I don't recall.
Q. (BY MR. PADGETT) Did that topic ever come up?
A. I met Ms. Anton in March of 2001 while she was still helping to roll out the Houston office.
I recall having conversations with Natalie sometime around then, maybe soon thereafter, about the position in the Houston office and indicating at that time that it was not a manager position.
Q. Did you document those conversations?
A. No.
Q. Did Ms. Natalie then -- or Ms. Natalie Anton then go back and correct the misperception and say in one of these meetings, "I know earlier I had announced that Ms. Anton" -- "Ms. Slaughter is the manager of

Houston. But she's not the manager"?
A. I don't know if she did or did not.
Q. Would that have been important to you?
A. It would be important to the extent that it cleared up a misperception.
Q. Okay.
A. To the extent that it was injurious to the relationship Ava had with some of the other GIS folks in the office -- I'm sorry. Not the office -- in the firm, then it would not be my desire to throw that out there in front of them in the sense that they don't need to know what her position is other than the fact that she is the Houston office TSS contact.
Q. Earlier you told this jury that the position that Ms. Anton and Ms. White later were fulfilling was sort of an information gathering position for information that needed to be rolled out to the other offices.
Was it not your intent when you communicated to Ms. Anton, in the conversation that you've now told us about, that Ms. Slaughter was not the manager -- wasn't it your intention to have that information rolled out to the rest of the offices?
A. It was my intent that Natalie or Sara be clear on what the position is so the same mistake, by

misidentifying her position, would not repeat itself.
Q. I assume you followed up to make certain that that mistake was not made again.
A. We had more than one conversation about this.
Q. How --
A. Let me clarify.
Q. Okay.
A. I spoke to more than one person about this issue.
Q. Who did you speak to?
A. Natalie Anton, Sara White, George Gazdick, Sue Klingensmith, perhaps others.
Q. How many times did y'all have conversations about that?
A. I don't recall exactly how many times.
Q. Among the other categories of things that you talked about was communication and oversight. And you've talked a little bit about leadership. Can you talk to me about oversight? Well, you've also talked about communication as well. Can you talk to me about what you mean by oversight? Is that exercising judgment? What do you mean by that?
A. Well, yes, I think it includes exercising judgment. It also includes establishing priorities; setting forth initiatives; making sure that the Houston

office was represented and was compliant with firm standards, firm GIS initiatives.
Q. Why would exercising judgement be important?
A. Well, the manager needs to exercise good judgment --
Q. Okay.
A. -- in order to lead effectively.
Q. Why would establishing priorities be important? Is that a more exercising judgment kind of thing, picking and choosing which ones are important?
A. Yes.
Q. Okay. Why would initiative be important?
A. For the same reasons.
Q. Okay.
(Richardson Exhibit No. 12 marked.)
Q. (BY MR. PADGETT) Let me show you what I've marked as Exhibit 12 (indicating).
MR. PADGETT: Let me look at what I marked as Exhibit 12. Sorry. I think I've got it confused or mixed up.
MS. CLARK: It's the June 28th, 2001 e-mail from Kevin to Ms. Smidt.
MR. PADGETT: Okay. June 28th?
MS. CLARK: Uh-huh.
MR. PADGETT: Okay. I thought I had

another copy of it, and I don't. That's okay.
MS. CLARK: You need a copy?
MR. PADGETT: Yeah, just for a second.
Q. (BY MR. PADGETT) All right. Do you recognize this document (indicating)?
A. Yes.
Q. This is a document that you sent. And then it says "memo to file." Is this something that would have been included in your secure file?
A. No.
Q. When you say "memo to file," what do you mean here?
A. Well, at this time it was sent to Kari Smidt, who was the human resource coordinator. I think it was a memo for her file, not Ava's personnel file.
Q. Okay. So Ms. Smidt was maintaining a separate file or -- excuse me -- a file separate from her personnel file on Ms. Slaughter?
A. In her role as the HR coordinator, she maintained many different communications involving many different employees.
Q. Is it your testimony that there is a separate file maintained by the human resources coordinator, a file that is actually separate from the secure file that you maintain and which is also separate from the

personnel file?
A. Yes.
Q. All right. Do you know if that separate human resources coordinator file has been produced to us?
A. Yes.
Q. How can we tell what is contained in the separate human resources coordinator file?
A. Well, generally speaking, anything that you have from Kari Smidt or Stacey Brown is in the human resources coordinator's drop file or whatever terminology you want to use here.
Q. Are copies of those documents also placed under the personnel file of the individual?
A. Not necessarily.
Q. Why not, if you know?
A. Well, I think it depends on what the communication is. We create these types of records to recall -- to serve a purpose so that in the future we can recall certain actions or activities that have taken place. It does not mean that every single memo regarding an employee goes directly into a personnel file.
Q. Do you know: Is there a file that's maintained which documents good performance by employees?
A. Yes.

A. Well, actually, we did hire a contractor.
Q. Okay.
A. It was not to focus on troubleshooting. But it was somebody to lead the technology effort related to our relocation. By not engaging Ava Slaughter in that project, it freed her up to address some of the troubleshooting issues that were important to having the office, you know, successfully run every day.
Q. When did you hire the contractor for the relocation? Wasn't that in October or November of 2003?
A. I don't -- no, it was much earlier than that. It may have been late 2002, beginning of 2003. I don't recall exactly when they were engaged.
Q. Who was the contractor?
A. Baker Robbins.
Q. Who approved the invoice for Baker Robbins?
A. I approved the invoice --
Q. You approved it?
A. -- for Baker Robbins.
Q. Okay. And I'm sorry if I've never heard of Baker Robbins. I may be behind the times. But who are they?
A. They're a Houston-based technology firm. I don't know if it's based. They have an office in Chicago and I believe something --

Q. Okay.
A. -- in London and perhaps something on the West Coast. But Brad Robbins is one of the main partners. And I know he's a resident in Houston.
Q. Okay. When you say "technology firm," can you describe for me what it is they do, because I've never heard of them before. I'm not trying to be difficult about this.
A. I would hesitate to describe what it is they do. I know what they did for us. They provided project management as it relates to technology and our move.
Q. Okay. So --
A. They did drawings. They --
Q. Drawings. Okay.
A. They made recommendations. We wanted to be cutting edge. They were better plugged in than -- you know, this is all they did. And they were a local resource for us.
Q. When you say "all they did," "this" --
A. "This" meaning technology consulting --
Q. Got it.
A. -- especially with law firms and maybe others. But that was their strength.
Q. Okay. And are you talking about they would give you specific ideas about how you move the computers or how the configuration of the computers is going to be when you move? I guess, if you could describe for me: What would be the recommendation they would make?

A. Well, we were looking at whether or not we should provide wireless technology in the office.
Q. Okay.
A. We were looking at whether or not we should provide voice-over internet protocol in the office.
Q. Okay.
A. We were looking at what the actual equipment needed to be to support the network connections that we aspired to require once we were fully built out. They would make recommendations along that line.
Q. Okay. So they were essentially giving you blueprints for what it is that you were going to look like in the future?
A. I think that's a fair statement, yes.
Q. All right. What of Ms. Slaughter's duties did they take away from her that freed her up?
A. I'm not sure they took anything away from her.
Q. Okay. Well, then, how is it that she was aided in the carrying out of her duties by the hiring of Baker Robbins?
A. Well, when I say they didn't take anything away from her, it's more that we didn't have to add

responsibility to Ava's list.
Q. Okay. Well, in what fashion did Baker Robins allow her to perform managerial duties better?
A. Well, she didn't have managerial duties. So --
Q. Okay.
A. -- they provided the managerial -- the technical leadership, if you will, as it relates to the move. And if you want to incorporate managerial into that, then that's probably fair. That freed up Ava to focus on her day-to-day responsibilities.
Q. Do you know who Aaron Gard is?
A. Yes.
Q. Who's he?
A. He's an associate.
Q. Associate attorney at...
A. At Jones Day.
Q. Jones Day.
How long had he been there in May of 2003?
A. Maybe one year.
Q. Okay. When you say "associate," was he brand-new out of --
A. He was out of law school, yes.
Q. Out of law school. All right.
(Richardson Exhibit No. 24 marked.)
Q. (BY MR. PADGETT) If you'll look at Exhibit 23

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(sic), did this Exhibit 23 (sic), which is a Performance Evaluation Additional Comments -- did you take into account this information when deciding whether or not to hire Ms. Slaughter as the GIS manager?
A. Yes.
Q. All right. And is this consistent with the employee that you've been describing as not communicating and not being available?
A. Could you rephrase the question?
Q. Well, I mean, in here he says: "From thousands of e-mails to Power Trader audio, Ava has been a big help when it comes to compiling the information and getting multiple copies made to distribute to anyone and everyone. Whenever I've asked for her help, she's responded. She has really proven herself to be someone I could call on in a crunch for her help."
Is that the profile of an individual employee who's not available for pages?
A. That's not -- Aaron Gard's description would not be consistent with an employee who is not responding to pages.
Q. Did you go and talk to Aaron to find out, you know, what was going on and why he was describing somebody who was so different from somebody that you thought was not responding to pages?

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A. No, I did not.
Q. Okay.
(Richardson Exhibit No. 25 marked.)
Q. (BY MR. PADGETT) If you'll take a look at Exhibit 25.
And I'm just going to group this one since it's the 2002 and 2003 evaluations of Ms. DelRiesgo.
(Discussion off the record.)
MR. PADGETT: I only have one copy of this one. So I'm just going to let you take a look at it.
MS. CLARK: And that's --
MR. PADGETT: These are Jerri DelRiesgo's evaluations.
Q. (BY MR. PADGETT) Basically my question for you pretty quickly on these is: Did you have a chance to look at those before you made the decision to hire Ms. DelRiesgo?
A. Yes.
Q. All right. And is that information that you took into account along with your history of knowing her?
A. Yes.
Q. All right. And Ms. DelRiesgo is or was, I guess, still is -- I don't know if she's alive or not -- a Caucasian lady, correct?

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A. Yes, she is.
Q. Okay.
(Richardson Exhibit No. 26 marked.)
Q. (BY MR. PADGETT) Let's take a look at Exhibit 26 (indicating).
And I'll ask you -- again, this is a group exhibit -- are these the evaluations forms of Mary Adams, who was the other potential candidate that was considered at the same time as Ms. DelRiesgo and Ms. Slaughter?
A. These are evaluations of Mary Adams.
Q. All right. Did you consider those when you were making the decision --
A. That's an extra copy. That's the same thing. You gave me three of the same thing (indicating throughout).
Q. Okay. Okay. Well, good, then. That means we all get one.
Okay. So is this an evaluation that you had at the time?
A. Yes, I had this evaluation.
Q. All right. Do you know if you had the 2003 evaluation from Mary Adams?
A. I expect we did.
Q. Okay.

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(Richardson Exhibit No. 27 marked.)
Q. (BY MR. PADGETT) All right. Now, these are another group exhibit I'm labeling as Exhibit 27.
MS. CLARK: Could you pass those to me (indicating)?
MR. PADGETT: Sorry.
MS. CLARK: Thank you.
Q. (BY MR. PADGETT) It consists of Pages Jones Day 00265 through 273.
Do you recognize these documents?
A. Yes.
Q. All right. What are they?
A. These are the resumes or application memos that were submitted for the 2003 GIS manager position. And they contain the notes I made during the interviews.
Q. All right. And all of the handwriting on these documents, is that your handwriting?
A. Yes, it is.
Q. Is this the only place where you took notes?
A. I believe so.
Q. In other words, did you have a separate notepad or anything like that upon which you wrote things?
A. Not that I recall.
Q. All right. Let's start with the Page 0266.
A. Okay.

Q. Can you translate for me? I apologize. I'm not going to make any comments about your handwriting, because mine is just -- well, actually, it's worse than yours. But can you provide for us a translation of the words that you put down on the paper here?
A. Starting at the top, it looks like "seven years end user experience."
Q. Okay.
A. Going down the left-hand side, "experience with end users."
Q. Okay. And what does that mean?
A. In the context of the conversation I was having with Mary Adams at the time, it meant something. Looking at it from the abstract right now, I'm not sure what it meant other than making a note that she had this type of experience.
Q. And when you say "end user experience," does that make any sense to you at this point in time?
A. I know what "end user experience" means to me now.
Q. Okay. Do you know what it meant at the time?
A. As I said, I --
Q. No. Okay.
A. -- I'm not recalling this conversation. I don't know what we were discussing other than what

experience she had with -- as an end user and supporting end users.
Q. Okay. All right. Go to the next portion here and read that for us, please.
A. It looks like "perspective of the office." And then it has a line pointing to "Irvine and San Francisco relocation gave her this perspective." Below that it says "second and third shift and contractor supervisory."
Q. Do you have any information as to what that all might mean?
A. No, I do not.
Q. But we know that she has worked for Jones Day from 2002 to the present; is that correct?
A. I think it was 2001 to the present.
Q. 2001 to the present. Sorry.
So she's been there as long as Ms. Slaughter has been?
A. Yes.
Q. All right. During that whole time she was serving as a technical services analyst and sometimes as a process analyst. Are those positions that are, I guess, at the same level as Ms. Slaughter?
A. I don't know where they fit in the hierarchy. Mary Adams worked in the firm organization.

And I want to differentiate between an office-type position, an office GIS position, versus a firm GIS position. The firm GIS positions, there were, I expect, many other titles. I can't say really how they rank.
Q. Can you differentiate for the jury so we can understand the difference between the firm and the other one that you said? Sorry.
A. The office?
Q. The office, yeah. What are the two differences there?
A. Well, the office is responsible for the support of the office. Typically that's it. The firm is responsible for making decisions as it relates to the type of technology that is made available to the office and, I think, more high-level-type decisions as it relates to budgeting and deciding where the firm as a whole is going to go on the technology front.
Q. Okay. I thought I understood, but I don't.
Are you talking IT organization firm versus office?
A. Yes.
Q. Okay.
A. IT technology, GIS, ISS, TSS.
Q. Just whatever y'all called it. Okay.

A. (Moving head up and down.)
Q. With respect to the firm, you're saying the firm is making firm-wide decisions?
A. Typically the responsibilities -- my impression is that the firm GIS organization, separate from the office GIS, makes decisions that are then rolled down to the office.
Q. Okay.
A. They are taking a long-view approach towards planning and budgeting and support issues. And that gets rolled down to the office level. And the office level, you know, depending on what it is, may implement, otherwise, just support some of the decisions that the firm GIS decision-makers are advancing.
Q. All right. Had Ms. Adams had any experience in being the sole person in an IT environment at Jones Day?
A. I don't think she did.
Q. All right. Manco, Inc. -- if you'll go down there and tell us what it is you said written there next.
A. "What industry?"
Q. Okay.
A. Answer -- I imagine the answer was "consumer adhesive company."
Q. Consumer adhesive company. Okay. Band-Aid

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makers type of thing?
A. Possibly.
Q. Okay. And what else --
A. Underneath that it says "supervised help desk personnel."
Q. Okay. If you'll turn to Page 00267, what does it say next?
A. "Supervised two."
Q. All right.
A. Underneath that "supervisory? Admin. staff of ten."
Q. All right.
A. Underneath that, under education I made a note regarding "degree." And I then followed that up with "Bachelor of Science in next six to eight months."
Q. All right. So she had a major, IT business management. But she had not received a degree at this point in time?
A. I believe that's correct.
Q. The next page, 268, is the letter from Ms. Slaughter transmitting the current resume, correct?
A. Yes.
Q. Ms. Slaughter says: "I have been acting in the capacity of GIS manager since Bayko Gibson merged with Jones Day."

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What was your response to that statement?
A. I didn't respond to that statement.
Q. Why not?
A. It did not merit a response.
Q. As far as you were concerned, that's an inaccurate statement, correct?
A. Ava was acting as the sole provider of GIS support in the Houston office. She knew that. She knew that her title was TSS or technology support specialist. I was not going to quibble with the words she put in her cover letter.
Q. Were you seriously considering Ms. Slaughter for the position of GIS manager in October or September of 2003?
A. The answer is: yes.
Q. All right. If you were seriously considering her for the position, why would you not quibble with her with respect to the accuracy of statements she made in an official communication?
A. It did not, at the time, seem to me that it was something that we needed to address.
THE WITNESS: Can we take a break?
MR. PADGETT: Absolutely.
(Recess taken.)
Q. (BY MR. PADGETT) Okay. We are still in the

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middle of your interview notes. And I think you had indicated that you did not challenge Ms. Slaughter's statement that she's been acting in the capacity of the GIS manager since Bayko Gibson merged with Jones Day. And the reason was that you were not going to quibble with her about that sort of thing; is that correct?
A. Yes.
Q. All right.
A. Let me just clarify: I was not going to quibble that she had this in her cover memo.
Q. All right. When she came in --
A. She -- excuse me. If she made the representation that she was the GIS manager outside of just this memo, it would have been something that we would have pursued, because it would not have been an accurate description of her job. But in this instance, since it was something that was internal to Kevin Richardson and Stacey Brown, I wanted the focus to be on her qualifications, not the words she chose to describe herself in her cover memo.
Q. So are you saying that when she went to the GIS managers' meeting, she was not representing herself as a GIS manager?
A. I don't know how she represented herself at those meetings. I know that she went there as a

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representative of the Houston office.
Q. Would you expect that she would have gone into these meetings and not been representing herself as a GIS manager?
A. The fact is she was not the manager. She knew she was not the manager. I don't know what representations she made while she was at these meetings.
Q. So what you're saying is if there was evidence anywhere that she had signed off as the GIS manager for the Houston office, you would have pursued it because that would have been inaccurate?
A. It would have been inappropriate, yes.
Q. All right. And did you do any investigation to determine whether or not she had actually represented herself as the GIS manager?
A. No, I did not.
Q. When other people called her the GIS manager, which occurred virtually every single day that she received an e-mail, why didn't you take some action with respect to that?
A. I'm --
MS. CLARK: Objection.
You can answer.
A. I'm not sure anybody was referring to her as

the GIS manager. The reality is she was added to a distribution list because the Houston office needed to receive these communications.

Q. (BY MR. PADGETT) Okay. Well, we know that Natalie in 2001 introduced her as the GIS manager.

A. Yes.

Q. All right. And we know that there are other e-mails out there where people refer to her as the GIS manager.

Is it your testimony that nobody else was referring to her as the GIS manager?

A. No, that's not my testimony. I think having her name listed on a chart or having her name appear in a distribution list does not necessarily mean that she is a GIS manager. And if somebody is using that list, that distribution list, or referring to that chart in context, doesn't make her a GIS manager or the person sending the e-mail or looking at the chart thinking, "Ava Slaughter is representing herself as the GIS manager."

Q. Okay. Let's take a look at the writing that you have on Ava Slaughter's resume.

A. Okay.

Q. Can you tell us what it is that you've written down there?

A. Well, I think on the left it might say "big picture."

Q. Big picture. Okay.

A. I think that's what it says. It's cut off.

Q. Okay.

A. Starting at the top it says "strengths." Underneath that it says "leadership abilities, technical know-how, 'quite a few,' loyalty/dedicated."

Under -- to the right of that, it says "perceived weaknesses." Underneath that it says "unrealistic demands on others, too thorough, easily wounded, wants to be tougher."

To the right of that, there are two words. They both seem to be scratched out. But I can read that the second word says "communication." I don't know what the word above it says.

Q. Okay. But you wrote that and then scratched it out for some reason; is that right?

A. Yes.

Q. Okay. Do you remember the reason that you would have scratched it out or...

A. No. There's a scratch out to the right (sic) of easily wounded as well. And I don't know what that is either.

Q. Okay. Now, are these strengths that she is

saying to you?

A. Yes.

Q. Okay. So, in other words, she is saying, "My strengths are my leadership abilities and technical know-how"?

A. Yes.

Q. "And my perceived weaknesses are my unrealistic demands on others and that I'm too thorough and easily wounded. And I want to be tougher"; is that correct?

A. Yes.

Q. What was your reaction when she said one of her strengths was her leadership abilities? Did you scoff?

A. I think it's unlikely that I scoffed.

Q. All right. What was your reaction?

A. I think I accepted it at face value, that that is what she perceives her strength to be.

Q. And that's wrong from your perspective, though?

A. I don't consider her leadership ability to be a strength as it applies to the position that she was filling at Jones Day.

Q. Okay. Well, not the position she was filling but the position that she was looking at, correct, because that's what we're evaluating her for here is the GIS manager position?

A. That is correct.

Q. And --

A. My experience with her was only as a technology support specialist.

Q. Well, did you feel that it was accurate that one of her strengths that she would bring to the position of GIS manager would be her leadership abilities?

A. That is what she stated her strength to be.

Q. Did you agree that she was strong in the area of leadership abilities?

A. I did not think that leadership, as demonstrated to me during her two years and nine months at Jones Day, was a strength.

Q. If she was acting only as a TSS, technology support specialist, when did she have an ability to demonstrate to you leadership abilities?

MS. CLARK: Objection; asked and answered.

But you can answer.

A. Well, we discussed this earlier. She had opportunities to demonstrate leadership by either asking for more responsibility or, otherwise, demonstrating that she could be a leader at Jones Day.

Q. (BY MR. PADGETT) Okay. And those were opportunities that you provided to her?

A. Every day she walked in that door, that

opportunity was available to her.
Q. Okay. And, in your opinion, she just failed to do that; is that correct?
A. My opinion is that she did not demonstrate the leadership that the GIS position -- GIS manager position required.
Q. Go ahead and tell me what the rest of the writing is.
A. "Tammy was a very good person."
Q. Why did Tammy come up in this conversation?
A. I don't recall. I expect we were talking about her recent experience. As I read through her resume to see if there is something specific this refers to, I -- her second bullet point: "trained mentored, and supervised trainer/GIS support staff member and delegated work assignments," et cetera, et cetera, we might have been discussing Tammy at the time. And Ava made a comment, "Tammy was a very good person." I made a note.
Q. Was that true that she trained, mentored, and supervised the trainer/GIS support staff member and delegated work assignments?
A. No.
Q. So that was inaccurate, that portion right here?

A. Well, let's look at each one of these individually.
Q. Okay.
A. She did have to provide some troubleshooting training to Tammy.
Q. Okay.
A. I can't speak to whether or not she had a mentoring relationship with her. Tammy may have looked up to her. I don't know the answer to that. It certainly wasn't a formal relationship that the firm put in place. And she did not supervise Tammy. If we had to -- if Tammy's secondary responsibilities involved providing desk-side support, those types of requests would come into Ava. Ava would create a list and say "Tammy, here are the things that I would like you to address." That does not make her Tammy's supervisor. She did, I expect -- related to that, she delegated some of these assignments to her, "Here are the things I need your help with." Again, that does not make her her supervisor.
Q. Who was supervising Tammy?
A. I was the direct report for Tammy.
Q. Okay. So that puts Tammy and Ms. Slaughter on a peer-peer level, correct?
A. By definition I think that would be correct.

Q. All right. Well, did this go into your consideration? I mean, Ms. Slaughter, as far as you're telling the jury right now, is putting inaccurate comments on her resume, correct?
A. This is Ms. Slaughter's interpretation of her responsibilities and her job. I disagree with her characterization.
Q. Did you say something about that to her?
A. I don't recall in the context of the interview whether we discussed specifically "Ava, I do not agree with these statements." I think it's unlikely I did.
Q. Well, you talked about Tammy, obviously, because you made a notation that -- "Tammy was a very good person," came up in the conversation; is that correct?
A. Yes.
Q. Did you consciously not discuss the fact that -- as you're saying here now under oath -- that Ms. Slaughter's characterization of her relationship with Tammy was inaccurate?
A. Only Ms. Slaughter can speak to what her relationship with Ms. Long was. I can't speak to her mind-set.
Q. Okay. Mr. Richardson, you're interviewing Ms. Slaughter for a position.

A. Right.
Q. And you've told this jury that you gave her serious consideration for this position.
A. Yes.
Q. And that you've worked with this lady for two and a half years at this point almost, approximately.
A. Yes.
Q. All right. And you've now told us under oath, again, that she put something in this that's not true.
Why didn't you confront her about that?
A. I think I've answered that question.
Q. Okay. Was it true that she coordinated vacation schedules, Ms. Slaughter?
A. To the extent that -- I'm not sure "coordinate" is the right word. If Tammy wanted to take vacation, she would ask for my approval. I would want to make sure that Ava was not on vacation at the same time to insure we had coverage. There is a certain amount of coordination involved there. But it's just as much Tammy coordinating with Ava as it is Ava coordinating with Tammy.
Q. All right. Is there any other information in this area that you find inaccurate?
A. Nothing -- nothing jumps out at me, no.
Q. Okay. But before you go on: "participate in

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all GIS managers' conference calls and activities."
We know, based upon what you've --
A. I'm sorry. Where is that?
Q. It's right at the top right before the bullet points.
A. I'm sorry. I actually only read the bullet points.
Q. Okay.
A. Let me go back over this.
Well, I'd say that's a stretch.
Q. Okay. Anything else that you find in there?
I just didn't want to be unfair to you. That's why.
A. No. I mean, there's a lot of -- a lot of information listed here.
Q. Okay. But you were her direct report and supervisor. So I assume you have knowledge of all of these different areas of her job responsibilities, correct?
A. I have certain knowledge on, I'd say, most all of this.
Q. Okay.
A. It may be limited in some cases. But these generally seem to be the job responsibilities, the areas, I should say, that she had some responsibility

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for.
Q. All right. Except for the areas that you've identified so far in the second bullet point, everything else is accurate?
A. Everything else appears to generally be accurate.
Q. All right. Except for the stretch, "participating in all GIS managers' conference calls and activities"?
A. Right.
Q. All right. Can you tell me what the next set of handwriting involves or what it says?
A. Under the Bayko, Gibson, Carnegie, Hagan & Schoonmaker section, I had underlined "managed day-to-day operations of six-person staff." I had made a note "who?" Then to the right of that, it's dash "2" -- the No. 2 -- "technical," dash, "others are contractors."
Q. All right. What does it say next?
A. Underneath that it says "delegating," underline underneath that, "mentoring subordinates."
Q. Subordinates. Okay.
A. I think that's what that probably says.
Q. Okay.
A. Underneath that it says "assertiveness?"

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Q. What does that mean? I mean, I know what "assertiveness" means. But why is it question marked and underlined?
A. You know, in looking at this now, I don't recall. It may have been --
Q. Okay.
A. -- brought up in response to the interview itself that she mentioned something about assertiveness. I may have said -- I may have asked her if she considered herself assertive. I don't recall.
Q. All right.
A. Underneath that I wrote "yes and patient."
Q. All right.
A. At the very bottom of the resume, it says "diff." But it's "difference between small and large firm?"
Q. Okay. What are you trying to get there?
A. I think I wanted her thoughts on what she perceived the differences to be working in a small firm versus a large firm.
And most of what's underneath that is cut off. But I expect the end of it says "go-to person."
Q. Okay. Do you know where the original of this document resides?
A. I expect my lawyer has it.

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Q. Okay. So you believe your lawyer has been provided the original?
A. I believe so.
Q. Okay. Go ahead and tell us what the rest of it --
A. To the right of that, it says "enjoy large firm" -- dash -- "support/stability." Underneath that it says "not as much one-on-one," is what I expect it says; although, it's cut off.
Q. And what does that mean?
A. I think it was that she stated she enjoys working for a large firm. She enjoys the support and stability. But she misses the one-on-one interaction, perhaps, that she had at a small firm.
Q. Okay. If you'll turn to the next page, 270, you know, translate the handwriting for us there.
A. Under the Coastal Corp. description, I have written over to the right "why leave?" Underneath that it says "BG open."
Q. Okay.
A. Underneath that, under Holtzman, Urquhart, I have the same question "why leave?" To the right and beneath that, it says "reduction in force."
Q. Okay.
A. Underneath that is a T-chart with "S" and "W."

I expect that goes again to strengths and weaknesses.
Q. Uh-huh.
A. Written across that first line it says "organization as necessary."
Q. Okay.
A. I don't know what that means.
Q. Okay.
A. Underneath that it says "communication" with a check mark next to it. Underneath that it says "existing circumstances prohibit written communication. Prefers verbal communication."
Q. Do you know what that means?
A. I expect we were having a conversation about what her preferred methods of communication are. And she may have responded, "Under my current responsibilities written communication is difficult, perhaps even prohibitive."
Q. Did you agree with that?
A. I couldn't disagree with what she thinks.
Q. Well, but did you agree that her existing circumstances made it prohibitive, written communications, since you preferred verbal communications? You had worked with her for a couple years.
A. I--

Q. Did you agree with that?
A. I can't speak to what she prefers.
Q. Okay.
A. I don't agree insomuch that -- I don't agree that her responsibilities made written communication prohibitive.
Q. Okay. Were you giving her, do you believe, at this time some criticism with respect to her not communicating in writing?
A. Was I giving her criticism?
Q. Yes, sir.
A. No, I don't believe I was giving her criticism.
Q. All right. So did it just come up with respect to the discussion of communication?
A. Yes.
Q. All right. What does it say next with respect to the --
A. Bottom left?
Q. Yes, sir.
A. It says "difficult people/situation," underlined.
Q. And do you know what that means?
A. I expect I asked her about how she responds to difficult people or difficult situations.
Underneath that I wrote "step back/respond

in writing" -- dash, dash -- "evaluate."
Q. Was that an appropriate response for you?
A. Appropriate in what way?
Q. Appropriate enough to justify hiring her in the GIS position.
A. Well, not a single question merits that type of decision.
Q. Okay. It's got to be an evaluation of the whole person?
A. Well, it's in the context of all the different elements that went into this process.
Q. All right. And do you believe that you provided everybody with a fair opportunity to give you a notion of their strengths and their weaknesses, at least in terms of how they'd fit into that position?
A. I know that I provided everybody that opportunity.
Q. After your interview did you feel that Ms. Slaughter was qualified to carry out the duties of the GIS manager?
A. I can't speak to my mind-set directly after this interview. My recollection is that there was nothing in the interview process that jumped out at me --
Q. Okay.

A. -- one way or the other.
Q. Okay. All right. Turn to 00271. And this is the letter from Ms. DelRiesgo; is that correct?
A. Yes.
Q. And then we turn to 00272 and 273. And can you translate the writing for us on these?
A. At the very top left corner it says "big picture" underlined, "where we're going."
Q. Now, let me interrupt you for just a moment.
Did you ask Ms. Slaughter about the big picture?
A. I don't recall.
Q. Do you know if there's a reason why you wouldn't have asked her about the big picture?
A. No, I do not.
Q. You asked both Ms. Adams and Ms. DelRiesgo about the big picture, though, correct?
A. I don't know.
Q. Well, we know that Ms. Adams' has "big picture" on it somewhere, I thought.
A. I don't have anything from Ms. Adams.
Q. Okay.
A. But I will say that if I asked both Ms. Adams and Ms. DelRiesgo, it's very likely that the same question was asked to Ms. Slaughter.

Q. Okay. I'm probably being unfair to you, and I apologize.
Okay. Go ahead with respect to the next words that are handwritten on the left side.
A. On the left side that first word was cut off. Underneath that it says "strengths," "weaknesses."
Q. Okay.
A. Then underneath that it says "likes/dislikes." I don't know what these say. But underneath that I can -- that first word might be "success." Underneath that I think it's "approach to service."
Q. Okay.
A. Over on the right side of the resume, it says "delegation?" "assertiveness" underlined. Underneath that it says "participation" -- I expect the next word is "in"; although it's cut off -- "any firm technology" -- probably cut off again -- "initiatives."
Q. Okay. Go to the next page.
A. On the left-hand side it says "firm/office contacts." Under software/hardware I had made a note "XP experience." And to the immediate right of that, it says "A/V know-how." Underneath that, under education, I made a note "how far along?" referring to her degree.
Q. Okay.
A. And then at the bottom right it says

"five-year, ten-year vision."
Q. All right. And to make sure I understand: You didn't take any notes anywhere else, as far as you know?
A. Not that I recall.
Q. When you had a conversation with Ms. Slaughter in September of 2003, did you encourage her to apply for the position of GIS manager?
A. Which conversation or are you referring to any conversations?
Q. Any conversations.
A. You're asking if I encouraged her?
Q. Yes.
A. I neither encouraged nor discouraged.
Q. Why not?
A. Because I didn't want to put her in the position where she was getting any pressure other than letting her own heart and mind guide her where she wanted to go with this.
Q. Well, would you have been surprised if she decided not to apply for the position?
A. No.
Q. And so you're just saying you were just going to let her make the decision one way or the other?
A. Yes.
Q. So, if she says that you discouraged her from

applying to the position, she's not telling the truth?
A. That may be her interpretation.
Q. Okay. So, in other words, she would have expected you to encourage her to apply for the position; and you didn't do that?
A. She may --
MS. CLARK: Objection.
You can answer.
A. She may have expected that. I don't know.
Q. (BY MR. PADGETT) All right. Is it appropriate, as far as you're concerned, for an employee to use firm. Assets to prepare personal memorandum or personal things?
A. "Is it appropriate?" is that the question?
Q. Yes.
A. I guess my answer is: It depends.
Q. Okay. What does it depend on?
A. The reality is it happens.
Q. Uh-huh.
A. In the context of small, discreet, personal things that may be created with firm equipment during somebody's lunch hour, I don't have a real issue with that.
Q. All right.
A. The context of somebody using firm resources

during normal office hours, during their working hours, to produce whatever it may be, something more significant, that's different.
Q. So it's kind of a matter of degree, is what you're saying?
A. I think so, yes.
Q. All right. If the person who's the GIS manager or a technical support specialist were to find materials that have been prepared which were private materials, what should she do with them or he?
A. Could you be more specific?
Q. Well, I mean, in other words, these are the people who are in charge of your databases, correct?
A. Right.
Q. And one of their jobs is to look for unauthorized materials --
A. No.
Q. -- such as --
A. I don't agree with that.
Q. -- software and things like that.
Okay.
MS. CLARK: Objection.
Allow him to finish so that I can --
THE WITNESS: Sorry.
MS. CLARK: -- lodge an objection. But

you can go on and answer.

Q. (BY MR. PADGETT) Okay. And you say that you don't agree with that statement.

Why don't you agree with that?

A. I don't agree that their job is to go looking for unauthorized use of the firm's systems.

Q. Okay. All right. Is one of their jobs to, I guess, take computers from people who have left and clean them out or anything like that?

A. Yes, they do rebuild computers.

Q. All right. If they were to discover materials that had not -- that were not authorized, what should be their response?

A. Well, I guess in the context of that question, when we do rebuilds, my understanding is we strip a computer. We don't go in to see what's on it --

Q. Okay.

A. -- before we strip it. So, if they were to go in and look for things, then that tells me that they're snooping, for lack of a better word.

Q. Okay. All right.

A. But let's say they come across something that is entirely inappropriate. They should bring it to their manager's attention or the office administrator's attention.

Q. I mean, is it appropriate, though, for individuals, I mean, as far as you're concerned, to use the firm resources for private matters?

MS. CLARK: Objection; asked and answered.

But you can answer.

A. The reality is: I know at times that happens.

Q. (BY MR. PADGETT) Okay. Do you know who was responsible, I guess, in some ways for maintaining the office computer equipment during the time period of, say, from 2001 through September of 2003?

A. Generally it was Ava Slaughter.

Q. Okay. Who was responsible, if you can recall, in that same time period for doing -- implementing the firm technology standards and the policies and the programs?

A. In the Houston office?

Q. Yes, sir.

A. Ava Slaughter would play a role in that.

Q. Who else would have been involved?

A. It could be folks from the firm GIS.

Q. Okay.

A. It could include myself.

Q. What sort of level of participation did you have in that?

A. Well, I guess it depends on the particular

area.

Q. Which particular area --

A. If we're talking about the unauthorized installation of software, then I would play a role in that because that is something that had been a thorn in the firm's side, the technology department's side, for some time.

Q. Okay.

A. It's going to be very difficult for a GIS person to go to a lawyer or a partner, for that matter, and say, "You cannot do this." And it was more appropriate at times for the office administrator to do that.

Q. Okay. Fair enough. So, I mean, in other words, just in terms of what we find, unfortunately, as being arrogance of attorneys, sometimes they don't take advice very well?

A. I won't disagree with that.

Q. Okay. And to have, I guess, what they might perceive as someone in a lower level coming to give them instructions with respected to something along the lines of their computer or what they perceive as their computer, it might take a little bit higher level authority to make that sort of instruction stick?

A. Sometimes, yes.

Q. Okay. For example, what you were talking about with the screen savers, those types of things, correct?

A. Correct.

Q. Okay. And, I mean, you know, I remember -- and we probably all remember -- those toasters and all those different things. People really got into them for a little while. But, at the same time, they were such system hogs. In other words, the resources of the system would be so slowed down by them that it would create a huge issue; would that be correct?

A. That is correct.

MR. PADGETT: Let me take a break here for a second.

(Recess taken.)

Q. (BY MR. PADGETT) Okay. So back to the question: They were creating issues. And that would have been an appropriate instruction from you with respect to, "Don't put those screen savers and those types of things onto the computer," correct?

A. It would have been appropriate for that communication to come from the office administrator, yes.

Q. Okay. Who would have been responsible for the department productivity during the time period of 2001 through 2003? Would that have been you?

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A. Well, can you define "productivity" as --
Q. Well, in other words, the effectiveness of how clearly -- of how the department was working.
A. Well, ultimately it would fall under Kevin Richardson as the office administrator.
Q. Okay. And the same thing with respect to the department personnel, overseeing them and monitoring attendance and performance issues?
A. The HR department.
Q. Would that be HR department, again?
A. Yes, it would be.
Q. Okay. All right. Who would have been responsible for resolving problems or reporting problems with respect to the GIS issues during that time period?
A. I'm not sure I fully understand. Can you give me a -- either be more specific or give me an example?
Q. Well, in other words, if there was some issue with respect to how the department was functioning -- I assume you had a GIS department at that time period, correct? I mean, that was Ms. Slaughter; but it was the department, right?
A. The department, yes.
Q. Okay. With respect to how the department -- and I guess I'm talking more about the technical issues, not necessarily with respect to her personally.

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A. Okay.
Q. But who was in charge of those types of aspects?
A. Well, ultimately all nonlawyer functions fall under my responsibility.
Q. Okay.
A. And the different departments report to me. Not everything that occurs in a department -- be it a problem, a change, or something else -- finds its way to my desk.
Q. Okay.
A. So I count on the staff working in those different departments to communicate with me different challenges that they may be faced with.
So, to answer your question: Yes, those responsibilities ultimately fall under my umbrella. But each staff member is responsible for assuming some of those responsibilities as well.
Q. Have you ever had any complaints made against you with respect to discrimination or anything of that nature?
A. No, I have not.
Q. When did you first receive notification that Ms. Slaughter had made a complaint of discrimination?
MS. CLARK: Before you answer, I want to

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instruct you not to disclose by whom or the content of the information. But if you recall the date, then you may respond.
A. November, 2003.
Q. (BY MR. PADGETT) All right. And I'm going to ask you: Who informed you of the filing of a complaint?
A. Stacey Brown.
Q. Okay. What did you and Ms. Brown talk about?
A. I recall it was something about, "Ava is unhappy with the decision. She would like an investigation. I have asked her to contact human resources director." That's what I recall.
Q. Okay. So, in other words, Ms. Brown came to you and said she had been contacted by Ms. Slaughter with respect to the decision not to hire -- or to hire Ms. DelRiesgo as the GIS manager, correct?
A. Yes.
Q. All right. And what was your response to Ms. Brown's notification?
A. Ms. Slaughter should avail herself to every, you know, avenue open to get a comfort level with the decision process.
Q. Did you have any discussions with Mr. Whiting about the decision?
A. About...

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Q. The decision to hire Ms. DelRiesgo.
MS. CLARK: Objection; vague.
But you can answer.
A. Well, the decision to hire Ms. DelRiesgo, yes.
Q. (BY MR. PADGETT) Okay. All right. And, I guess, let me back up for a minute and ask you: Who made that decision?
A. Well, ultimately Hugh Whiting made that decision.
Q. All right. You don't have the opportunity to have an input into that decision?
A. I absolutely have an input.
Q. And so, if you had said it was to be Ms. Slaughter, can you be overruled?
A. Absolutely.
Q. All right. But do you think your opinion makes for a big impact in who it is that is actually hired or not hired in a position?
A. As it applies to staff, I think my opinion has an impact, yes.
Q. All right. Some are more equal than others, basically?
A. Yes.
Q. All right. Now, I understand that there were at least five people who gave evaluations of the

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candidates for GIS manager.
A. Well, I'm not sure I'd characterize it like that. There were four individuals that went through the interview process.
Q. Okay.
A. Once a selection was made, the fifth person was asked to weigh in on technical abilities, I believe is how we were looking at it at the time.
Q. Okay. So, in other words, you vetted that decision past the regional manager, which is Ms. White --
A. Yes.
Q. -- to make certain that she had the proper technical know-how?
A. To make sure that she was comfortable with -- that, you know, there wasn't something we were missing.
Q. Okay. Did she provide you with a written response to your request?
A. I don't recall receiving a written response, no.
Q. Do you know why none of this was put into writing?
A. The regional manager's input?
Q. Yes.
A. No, I don't know why it wasn't put into

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writing.
Q. All right. Do y'all have procedures that you follow with respect to hiring and firing of individuals?
A. I am not aware of written procedures as it pertains to interviewing candidates. There are written procedures, I believe, as it goes to the actual administrative side of hiring someone, making them an employee on our books.
Q. Okay. All right. Do you guys have to file EEO1s, as far as you know?
A. Yes, I believe we do.
Q. All right. And how many African-Americans are in the position of GIS manager across the organization?
A. I don't know the answer to that.
Q. Do you know how many are in the position of TSS or technical support specialist, whatever?
A. No, I do not.
Q. All right. How many people actually are TSSs in your organization?
A. I do not know the answer to that.
Q. Is it possible that Ms. Slaughter is the only one in that position?
A. I think it's unlikely.
Q. Okay. So you think there are some other classifications that exist that are similar to hers?

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A. (No verbal answer.)
Q. I mean, as far as you know.
A. Could you be more specific?
Q. Absolutely. A terrible question. Sorry about that.
Do you think that out there there are other people who are in the same position as Ms. Slaughter in other local offices?
A. Maybe I can restate it. You tell me if I'm answering your question.
Q. Okay.
A. I believe there are other African-Americans in the TSS organization that fill roles similar to what Ms. Slaughter fills.
Q. Okay. And, no, I wasn't asking about African-Americans, specifically. But I'm glad you answered it that way because that gives me a little bit more of an understanding.
But I was asking: Is that position in other law -- or other local offices, the position of TSS?
A. Do other -- let me again ask you: Do other offices have a tech support specialist --
Q. Bingo.
A. -- on staff?

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Q. Right.
A. I don't know the answer to that.
Q. Okay. Why was Ms. DelRiesgo hired at a higher salary than Ms. Slaughter is paid?
A. Well, the salary that Ms. DelRiesgo was brought in with, in fact, was less than what Ava Slaughter had made the previous two years.
Q. Okay.
A. We wanted to -- well, I should say we look at market. We look at making this an attractive offer so the employee wants to come to this position. So it was a combination of market and value that drove the salary.
Q. And is that the reason why Mr. Nielsen --
Am I saying that right, Nielsen?
A. Yes.
Q. -- why Mr. Nielsen's salary is that much higher as well is because the market has changed over the time period?
A. The market has changed. In the case of Mr. Nielsen, he has more experience. He has a four-year degree. So, again, it's a combination of those reasons that drive the salary.
Q. All right. Have you been involved in supervising Ms. Slaughter since the day that Ms. DelRiesgo was hired?

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A. No, I have not.

Q. All right. As of that point in time, Ms. DelRiesgo took over her supervision; and now it's Mr. Nelson (sic)?

A. Correct.

Q. Okay. Nelson? Nielsen?

A. Nielsen.

Q. Nielsen. I apologize.

A. N-I-E-L-S-E-N.

Q. Okay. All right. Yeah. That's the other thing: I'll confuse her (indicating).

Okay. So you've had no supervisory responsibilities or input for Ms. Slaughter since the day that Ms. DelRiesgo was hired?

A. I have had no supervisory responsibilities. That's why Ms. DelRiesgo was hired.

Q. All right. Have you had any issues with Ms. Slaughter since that time?

A. Not that I recall.

Q. How would you describe your working relationship?

A. We have a professional relationship. We have very little interaction.

Q. Okay. Have you received any complaints about Ms. Slaughter's performance from either Ms. DelRiesgo or

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Mr. Nielsen?

A. I recall Ms. DelRiesgo had some concerns. But I don't recall anything from Mr. Nielsen.

Q. What were Ms. DelRiesgo's concerns?

A. I would have to look back at the evaluations to see what her concerns were.

Q. Ms. DelRiesgo actually prepared evaluations of Ms. Slaughter's performance?

A. She evaluated Ms. Slaughter in June of 2004.

Q. Okay. And were they sufficiently important enough to bring to your attention?

A. Well, I review every evaluation of every staff member in the office. I can't say Ms. DelRiesgo brought them to my attention, per se.

Q. Okay.

A. But in the course of our meetings, she might have brought something up regarding the transition and, "Ava's having a hard time with this," and, you know, "Communication is not strong," things along that line, but nothing that merited any type of documentation on my part. I viewed this as a manager having struggles with a new employee or an employee having struggles with a new manager.

Q. At any point in time, have you been involved in any sort of investigation into charges of discrimination

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with respect to Ms. Slaughter?

MS. CLARK: Objection; vague.

But you can answer.

A. I guess I'd ask you to be more specific.

Q. (BY MR. PADGETT) Sure. Has anybody interviewed you with respect to the charges that have been made by Ms. Slaughter?

A. I was interviewed by the human resources director and counsel as part of the internal investigation that he conducted in the end of 2003, beginning of 2004.

Q. And that was Mr. Williams?

A. Yes.

Q. Did you prepare an affidavit or some sort of written statement for him?

A. No, I did not.

Q. All right. Were you ever asked to prepare a written statement or any sort of affidavit?

A. No, I was not.

Q. Okay. Other than that were you interviewed by the Equal Employment Opportunity Commission?

A. No, I was not.

MR. PADGETT: All right. Let's take just a second.

(Recess taken.)

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Q. (BY MR. PADGETT) Mr. Richardson, did you ever have any conversations with Ms. DelRiesgo about the complaint that had been made by Ms. Slaughter?

A. No.

Q. So you never had any communication whatsoever with her that Ms. Slaughter had filed a complaint of discrimination or anything like that?

A. Not that I recall.

Q. Did you ever receive a written copy of the complaint that Ms. Slaughter made to the internal human resources?

A. I did not receive a copy, no.

Q. Were you given an opportunity to read through it?

A. I have seen it. I saw the letter that she sent as part of this discovery.

Q. Okay. So you didn't see it until after the lawsuit had been filed?

A. I don't recall seeing it before then.

Q. Did you think prior to, you know, when y'all made the decision that Ms. Slaughter might file a complaint?

A. No.

Q. Did you ever in your wildest imagination think that there would be a complaint filed?

A. No.
Q. And so you never anticipated that there would be any litigation over this decision?
MS. CLARK: Objection.
You can answer.
A. No.
Q. (BY MR. PADGETT) And, in fact, until you were told by Ms. -- I've forgotten her name -- Ms. Brown that a complaint had been filed, you didn't have any idea?
A. No.
Q. After you found out about the complaint, did you have any discussions with Ms. DelRiesgo?
A. No.
Q. Have you had any contact with her since she left the firm?
A. No.
Q. All right. I believe that's all the questions I have for you.
MS. CLARK: I reserve my questions until trial.
(Deposition concluded at 4:42 p.m.)

CHANGES AND SIGNATURE

WITNESS NAME: KEVIN PAUL RICHARDSON
DATE OF DEPOSITION: JULY 12, 2006

PAGE	LINE	CHANGE	REASON

I, KEVIN PAUL RICHARDSON, have read the foregoing deposition and hereby affix my signature that same is true and correct, except as noted above.

____
KEVIN PAUL RICHARDSON

THE STATE OF __________)
COUNTY OF ____________)

Before me, ________________________, on this day personally appeared KEVIN PAUL RICHARDSON, known to me (or proved to me under oath or through _________________) (description of identity card or other document) to be the person whose name is subscribed to the foregoing instrument and acknowledged to me that he/she executed the same for the purposes and consideration therein expressed.

Given under my hand and seal of office on this the ____ day of __________________, __________.

____
NOTARY BUBLIC IN AND FOR
THE STATE OF ______________

My Commission Expires: ______________

IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF TEXAS
HOUSTON DIVISION

AVA SLAUGHTER,)
)
Plaintiff,)
)
VS.) CIVIL ACTION NO. H-05-3455
)
JONES DAY,)
)
Defendant.)

REPORTER'S CERTIFICATION
ORAL DEPOSITION OF KEVIN PAUL RICHARDSON
JULY 12, 2006

I, Lori Childers, Certified Shorthand Reporter in and for the State of Texas, hereby certify to the following:

That the witness, KEVIN PAUL RICHARDSON, was duly sworn by the officer and that the transcript of the oral deposition is a true record of the testimony given by the witness;

That the deposition transcript was submitted on the _____ day of _________, 2006, to the attorney for the witness for examination, signature, and return to RT Reporting by __________________;

If returned, the original deposition was delivered to Mr. Thomas H. Padgett, Jr., Custodial Attorney;

That $ _________ is the deposition officer's charges to Plaintiff for preparing the original deposition transcript and any copies of exhibits;

That pursuant to information given to the deposition officer at the time said testimony was taken, the following includes all parties of record:

Mr. Thomas H. Padgett, Jr., Attorney for Plaintiff;
Ms. Shauna Johnson Clark, Attorney for Defendant.

Kevin Richardson/JonesDay
Extension 33720, or
(832) 239-3720

09/18/2003 05:55 PM

To skbrown@jonesday.com
cc
Subject Ava Slaughter

Today I met with Ava to discuss general office related GIS issues. In this meeting I also notified Ava that as we draw closer to our relocation I wanted her to know that Hugh and I have had many discussions regarding the needs/demands of the office, particularly demands placed on GIS. I told Ava that the demands placed on Houston GIS require us to add a second person, and that we were going to add the position of GIS Manager. I explained that we didn't know if that person would be internal or external to the Firm, and that the first step was to provide an internal posting and that I wanted her to have notice prior to the posting. I then provided Ava with the job posting.

Ava commented that she thought I would have assumed she'd be interested given what she currently does. I explained to Ava this was a different position, she asked how so and I responded I would let the job description speak for itself. This concluded our discussion regarding the Manager position.

Kevin Richardson
Office Administrator, Houston
Jones Day
832-239-3720 (Office)
832-239-3600 (Fax)

EXHIBIT NO. 11
L.CHILDERS